Namibia - Community Skills Development Centers

Report generated on: May 29, 2018

Visit our data catalog at: https://data.mcc.gov/evaluations/index.php

Overview

Identification

COUNTRY
Namibia

EVALUATION TITLE
Community Skills Development Centers

EVALUATION TYPE
Independent Performance Evaluation

ID NUMBER
DDI-MCC-NAM-MPR-COSDEC-2017-v1

Version

VERSION DESCRIPTION
Anonymized dataset for public distribution

Overview

ABSTRACT
The performance evaluation of the COSDEC subactivity integrated a qualitative analysis and a quantitative outcomes analysis. The qualitative analysis explored implementation of the subactivity, how it evolved after the compact, and its sustainability. It relied on two rounds of qualitative data: one conducted close to the end of the Namibia compact, and a second conducted about a year later. The qualitative data drew on focus groups with COSDEC trainees and interviews with COSDEC managers, the COSDEF (the body that oversees the COSDECs), implementers, employers, and other stakehodlers. The outcomes analysis sought to describe the characteristics and outcomes of enrollees in the seven new or renovated COSDECs. It relied on a survey of COSDEC enrollees that collected information about their training and labor market outcomes about one year after the end of COSDEC training. The COSDEC enrollee survey and the second round of qualitative data informed the final COSDEC evaluation report. (The findings from the first round of qualitative data were provided in an interim evaluation report covering all three subactivities.) The data from the COSDEC enrollee survey are available for public use, but the qualitative data are not because of the risks to confidentiality.

As described in the COSDEC final evaluation report, key stakeholders reported that the construction and renovation components of the COSDEC subactivity largely were successful, but some additional infrastructure improvements were still required. We also found that COSDECs had successfully incorporated many new management practices included in the technical assistance into their operations. The analysis of outcomes of COSDEC enrollees showed that almost 9 in 10 enrollees in our sample completed their COSDEC training, but few had enrolled in further training despite high interest in doing so. In addition, we found that the majority of COSDEC enrollees were not employed one year after the end of the training, and few were employed in a job related to their vocational training.

EVALUATION METHODOLOGY
Other (Performance Evaluation)

UNITS OF ANALYSIS
Individuals.

KIND OF DATA
Sample survey data [ssd]

TOPICS

Topic	Vocabulary	URI
Vocational education and training		

Topic	Vocabulary	URI
Education	MCC Sector	

KEYWORDS
Education, Vocational education and training, Namibia

Coverage

GEOGRAPHIC COVERAGE
COSDEC providers throughout Namibia.

UNIVERSE
All enrollees in the 36 national courses that started in the seven new and renovated COSDECs between July and December 2014.

Producers and Sponsors

PRIMARY INVESTIGATOR(S)

Name	Affiliation
Mathematica Policy Research	

FUNDING

Name	Abbreviation	Role
Millennium Challenge Corporation	MCC	

Metadata Production

METADATA PRODUCED BY

Name	Abbreviation	Affiliation	Role
Mathematica Policy Research	MPR		Independent Evaluator

DATE OF METADATA PRODUCTION
2017-09-15

DDI DOCUMENT VERSION
Version 1 (2017-09-15)

DDI DOCUMENT ID
DDI-MCC-NAM-MPR-COSDEC-2017-v1

MCC Compact and Program

COMPACT OR THRESHOLD
Namibia Compact

PROGRAM
MCC's Namibia compact, which was formally completed in September 2014, included three projects: tourism, agriculture, and education. The education project sought to address the shortage of skilled workers in Namibia and limitations in the education system's capacity to create a skilled workforce. One of the key activities under the education project was the vocational training activity, which focused on expanding the availability, quality, and relevance of vocational education and skills training in Namibia. The vocational training activity consisted of three subactivities: (1) grants for high-priority vocational skills programs offered by public and private training providers through the Vocational Training Grant Fund (VTGF); (2) technical assistance to establish a National Training Fund (NTF), intended to provide a sustainable source of funding for vocational training programs in Namibia; and (3) improvement and expansion of Namibia's network of Community Skills and Development Centers (COSDECs), which provide vocational training targeting marginalized

populations-primarily out-of-school youth but also including low-skilled adults. These metadata relate to the evaluation of the COSDEC subactivity.

MCC SECTOR
Education (Edu)

PROGRAM LOGIC
The key outputs from the COSDEC subactivity included the construction/rennovation of seven COSDECs (including small and medium enterprise [SME] units in four of them) and the provision of new tools and equipment, the provision of technical assistance to COSDEC management, and training of COSDEC instructors in improved pedagogy. In the immediate term, the physical improvements to the COSDECs were expected to increase access to trainings and enable them to offer additional types of training, thus increasing overall enrollment. The technical support to the COSDECs was expected to result in improved management practices, increased awareness of COSDECs in the catchment area (through marketing initiatives), and adoption of accredited unit standards. In addition, both the physical improvements and the improved pedagogical skills of instructors were expected to result in an improved quality of trainings. In the intermediate term, the new infrastructure and tools, as well as management improvements, were intended to enable COSDECs to be formally registered and accredited, and offer officially accredited courses. More trainees were expected to complete training through the COSDECs and use the SME units to help start their own enterprises. In the long term, it was anticipated that this approach would increase training, employment, and earnings for enrollees--particularly among the disadvantaged--and contribute to the ultimate compact goals of decreased poverty and increased economic well-being.

PROGRAM PARTICIPANTS
The COSDEC survey sample included all individuals who enrolled in national courses starting between July and December 2014 in the seven targeted COSDECs. This intake was the first one expected to fully benefit from the subactivity (COSDECs typically have two main intakes per year, one in each half of the year, and the interventions were completed only by mid-2014).

Sampling

Study Population

All enrollees in the 36 national courses that started in the seven new and renovated COSDECs between July and December 2014.

Sampling Procedure

The targeted sample for the COSDEC evaluation consists of all 934 enrollees in the national courses that started in the seven new and renovated COSDECs between July and December 2014. Of these enrollees, 642 completed a survey, and constitute the analytic sample used for the analysis.

Deviations from Sample Design

Based on a request from COSDEF, we also administered the survey to enrollees in COSDEC Benguela (Lüderitz)--the only COSDEC not affected by the subactivity. COSDEF funded this additional data collection because they wanted comparable data and summary statistics for all the COSDECs in Namibia for their internal purposes, but our evaluation only covered the seven new and renovated COSDECs. Because data for COSDEC Benguela were entirely outside the evaluation, we have excluded this COSDEC from the public use dataset. The appendix to the COSDEC final report contains additional information about the data for COSDEC Benguela.

Response Rate

The response rate to the follow-up survey in the seven new or rennovated COSDECs was 68.7 percent.

Weighting

No weights were used in the main analysis.

However, as a robustness check, we estimated results using non-reponse weights. These weights were designed to make the weighted sample reflect the applicant sample in terms of its distribution across trainings. To create these weights, we weighted each respondent by the inverse of the response rate in the training in which they enrolled. We then top-coded these weights at 3 standard deviations above the mean for the full sample to account for outliers and normalized the sum of the weights to equal the number of observations. The non-response weight variable is called t1_weight. The results applying these weights were very similar to the unweighted results.

Questionnaires

Overview

The COSDEC survey was developed by Mathematica, and was a computer-assisted survey that was conducted by telephone. The survey was developed in English and was translated into Afrikaans, Oshiwambo, Otjiherero, and Rukwangali; the translated versions were used for respondents who were not comfortable in English.The survey included the following modules: (1) education and vocational training; (2) employment and earnings; (3) income and household demographics; and (4) health behaviors (realted to HIV/AIDS and pregnancy).

Data Collection

Data Collection Dates

Start	End	Cycle
2016-01-07	2016-06-20	N/A

Data Collection Notes

The COSDEC survey was conducted by Survey Warehouse from January to June 2016, with oversight from Mathematica. Interviews were conducted in English, Afrikaans, Oshiwambo, Otjiherero, or Rukwangali using a computer-assisted telephone interview system. Although the plan was for the survey to occur roughly one year after the scheduled end of each training, in practice the timing varied somewhat (between 12 and 16 months). However, the median was one year after the end of training (12 months).

Questionnaires

The COSDEC survey was developed by Mathematica, and was a computer-assisted survey that was conducted by telephone. The survey was developed in English and was translated into Afrikaans, Oshiwambo, Otjiherero, and Rukwangali; the translated versions were used for respondents who were not comfortable in English.The survey included the following modules: (1) education and vocational training; (2) employment and earnings; (3) income and household demographics; and (4) health behaviors (realted to HIV/AIDS and pregnancy).

Data Collectors

Name	Abbreviation	Affiliation
Survey Warehouse	SW	

Supervision

The data were collected by a handful of interviewers who worked from SW's office in Windhoek. These were supervised by a senior on-site SW staff member. Mathematica staff provided support as required.

Data Processing

Data Editing

Mathematica conducted cleaning of the raw data file in Stata, which included checking the validity of variable values and ranges; verifying skip patterns; cleaning and back-coding common "other-specify" responses; creating binaries of categorical variables; and recoding skips, missing data, and other non-response values to standardized lettered indicators. Mathematica then merged these data with sample information related to the COSDEC training in which each individual was enrolled (for example, provider, course name, and course duration).

Other Processing

SW enumerators directly entered survey responses into the web based system, allowing for real time logic and consistency checks. SW placed a strong emphasis on gathering high quality data from respondents. To this end, multiple supervision and quality control measures took place:

1. The supervisors regularly reviewed cases to ensure surveys were properly completed, consistent, and that the respondent was correctly identified.

2. During data collection supervisors back-checked 15% of the sample, spread out evenly across all the enumerators. For the back-checks, supervisors called the survey respondents to ask them key survey questions using a validation form. This validation form includes information such as confirmation that the interview took place; the approximate time taken by the interview; and checking critical variables for completeness. The responses obtained during validation were data entered by SW staff for comparison to responses obtained during the interview itself.

3. Supervisors observed (involving listening in on) 5% of interviews to ensure the proper execution of the survey and provide constructive feedback to enumerators.

4. While conducting interviews, enumerators used a paper-based form to track issues such as item non-response or system/computer errors during the interview, and entered the data directly into a comment section once the interview was complete.

Data Appraisal

Estimates of Sampling Error

The survey data were intended to cover the universe of applicants to the included trainings, and did not involve any sampling. The only source of error in the estimated means is survey non-response. Users can therefore rely on standard formulae to calculate the sampling error for the estimated means.